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# The Reg Gestae

Vol. 43 No. 11

The University of Michigan Law School

April 19, 1993

## Law School:

# American Dream or Indentured Servitude?

By Julie Beck, Derek Lipscombe  
RG Editors

If law schools continue their current trends of conferring degrees on 36,000 potential lawyers a year, this country will easily meet the projected number of one million lawyers by the year 2000, according to U.S. News and World Report.

But will they all have jobs as lawyers?

The answer to this question is what drives most of the decisions students make concerning the prospect of legal education. In this series, "Law School: The American Dream or Indentured Servitude?," the RG is taking an in-depth look at the current trends and issues in legal education and what they hold for the future of law school students, part of tomorrow's one million.

The factors attracting applicants to various schools and to law school in the first place differ widely. But what binds all students once they enter law school are concerns over jobs, money and the kind of legal education they pay for.

Placement is becoming an increasingly major concern.

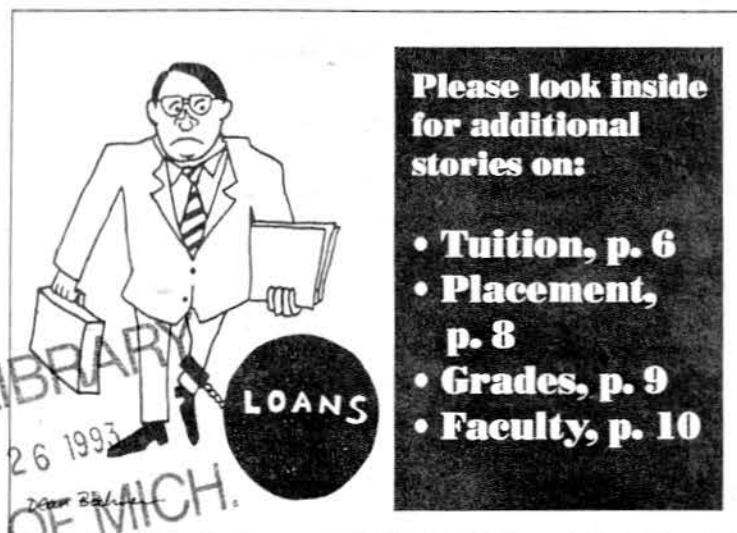
Michigan's Dean of Admissions Dennis Shields said many applicants want to know what opportunities are available if they accept an offer to attend Michigan. "They don't want to hurt their chances of getting a job by accepting at a certain school," he said.

After the glory days of the 1980s, when students graduating from top ten law schools were virtually guaranteed a job, the 1990s offer no such luxury.

The days are over of walking into Room 200 jobless and exiting with flybacks and more than one offer to consider. Students now typically send one hundred or more letters to employers, only to receive back about as many "ding" letters. While some students still receive a number of flybacks, the overall number of them who get second looks from a firm has dwindled.

Intimately connected to job worries is the availability of financial aid opportunities. "Applicants want to know if we have a debt management program and scholarships," Shields commented.

When the average student debt



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upon leaving Michigan is \$40,000, [with an all-time high of \$90,000] the ability of students to finance their education and then pay for it later is of paramount concern.

The profile of the typical law school student has been changing nationwide. "Demographically, they are older, wiser, more diverse and

poorer than students of four or five years ago," stated the National Law Journal. "(They are) more interested in the altruistic, socially conscious aspect of the law, rather than the money-oriented aspects that characterized the 1980s."

A number of students may have come to Michigan with ideas of serv-

ing their community as public interest lawyers or prosecutors. But many end up being compelled to take jobs with firms who pay high salaries so they can pay off that \$40,000 within 10 years. Just how a student can manage to pay for school determines what jobs they take, to a large degree.

Given the sluggish economy, the large number of attorneys who entered the profession in recent years, and the slow growth rate of the job market, employers are looking at ways to distinguish among the 36,000 law students who graduate each year. The easiest way to do this is to look at a student's grades and/or class ranking.

Michigan has been reluctant to recognize this reality and realign its grading procedures to keep pace with other top universities who have adapted to the lean job market. Currently, however, a proposal for

See LAW SCHOOL, page 4

## Admissions: The First Step Toward the Dream

By Julie Beck  
RG News Editor

The process toward the dream or potential nightmare all begins with the admissions application.

The traditional function of law schools as the "gatekeeper" of the profession has pushed law school admissions offices to realign, retrench and reevaluate as numbers and kinds of applicants increased dramatically in the 1980s in response to the economy, to the needs of the profession and the public, and to L.A. Law.

The number of people applying to law school has fallen as the ratings have for the once-popular TV series. Current numbers show signs of stabilization in the 1990s. About 92,500 people applied to ABA-approved law schools for the nationwide 1992-93 entering class, down 1.6 percent from

the previous year, according to the National Law Journal.

But applications increased by one percent, to 455,000 this year, most likely because applicants applied to more schools to increase their chances of getting in.

These figures represent the end of a trend where the number of people applying to law schools had set record highs in each of the previous four years.

Of those applicants, the number of women and African-American applicants increased last year. About 39,200 women applied (42.5 percent of all applicants), about 600 more than the previous year. African-American applicants rose from 8 percent to 9.5 percent of all appli-

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## Brother Can You Spare A Grant or a Loan?

By Stacie Brown  
RG News Writer

"Financial aid at Michigan Law School is pretty pathetic," said a soon-to-be-graduated 3L. After three years in the Quad, this student concluded the law school offers virtually no financial assistance.

As Michigan remains the most expensive public law school in the nation with out-of-state tuition for the 1992-93 academic year coming in at \$18,526, many students face difficulty in attaining sufficient financial aid.

This year, Michigan's tuition ranked third, behind New York University and Stanford, and the \$19,634 estimate for the 1993-94 school year would put Michigan at the top, \$1,014 over NYU's '92 tuition if NYU doesn't change.

Tuition hikes, the cost of living, and a scarcity of high paying

jobs contribute to the escalation of student financial needs. Estimates indicate that the non-resident student budget will increase by seven percent during the '93-'94 school year.

This year, the law school awarded a total of \$2,297,386 in grants to 367 members of its 1,140-member student body. The average grant per student tallied \$6,254. At Harvard, two-thirds of J.D. candidates have financial aid with 430 out of 1,600 students receiving grants.

Throughout the 1992-93 academic year, the 80 percent of Michigan students who receive loans accumulated 1,956 loans totaling \$11,374,037. Each student borrowed an average of \$12,500.

Director of Financial Aid, Katherine Gottschalk, said it's not unusual for students to leave Michigan with \$60,000 in law school debts; the greatest debt ever incurred by a Michigan grad was \$90,000. At

Harvard, however, the average indebtedness is only in the \$40,000 range.

Students who have incurred large debts are not enamored of the current system.

"I have a large debt, and I'm concerned about what the future holds," said Bobby Lee, 3L. "I don't think people give a crap as much when you walk out the door."

Gottschalk commented that applications for the debt management program increased dramatically. To qualify, a graduate must work in a law-related job and earn no more than \$36,000 per year. At the University of Chicago Law School, however, a graduate must earn less than \$32,000 to have the entire need-based debt forgiven. At Harvard, which instituted the

See FINANCIAL AID, page 7



# Sunstein: Porn Is Not Free Speech

By Richard Golden  
RG Opinion Editor

According to the flyers put up by the Women Law Students Association and the Lesbian, Gay, Bisexual Law Students Association, the co-sponsors of the event, Professor Cass Sunstein purportedly came to Hutchins Hall to talk about "Pornography and the First Amendment."

But the flyers were misleading about what the renowned constitutional law expert from the University of Chicago actually was going to talk about.

In Sunstein's view, however, the phrase "pornography and the First Amendment" is an oxymoron, because pornography does not represent a First Amendment issue, but rather concerns only harm and violence. Funny, but haven't we heard that argument already in this law school?

Having read several excellent articles and book reviews by Professor Sunstein, I came to the talk with concededly inflated expectations. Indeed, Sunstein was very clever in that he made what is essentially Professor Catharine MacKinnon's argument, yet couched it in a series of legalisms and lofty rhetoric about constitutional principles. Not that anything is wrong with making this argument — he certainly is entitled to air his views — but maybe I just expected him to make a reasoned defense of protecting pornography through the First Amendment, and he simply did something else.

If Sunstein gets bored with law, maybe he can join President Clinton's speechwriting team, because he can equivocate, obfuscate, and vacillate with the best of them. Also, Sunstein appeared to speak in very guarded fashion, as if he was afraid of offending members in the audience.

The essential ingredient of Sunstein's argument is that the Madisonian idea of "free speech" was intended to encourage vigorous political debate without government interference, not protect pornography. Of course, I must concede that the Found-

ers probably did not have Hustler and X-rated movies in mind when they sought to protect the rights of citizens to speak. But the fact that government cannot suppress political (or religious) speech does not mean that it can act with impunity towards everything else.

What Sunstein advocates is essentially a hierarchy of speech in which speech that has some "value" can be protected, while other speech can be regulated. [I can't forget the caveats about yelling "fire in a crowded theater," or "fighting words," but that is not the topic of discussion.]

Sunstein's favorite turn of phrase was to say that pornography was "far afield" from what our traditional theories of free speech seek to protect.

Since this form of speech is so "far afield," said Sunstein, it can be regulated with a less demanding showing of harm. Moreover, because the aggregate level of violence to women has increased to a certain point, a reasonable legislature could use that as a basis of regulation.

Going into the debate whether pornography actually causes harm and the validity of the alleged causal links would require a dissertation. Nonetheless, it always seems much easier to pass an overbroad law than to prosecute the actual perpetrators of violence. Filmmakers who harm women during the production of films should be charged with assault, battery, unlawful detention and whatever other crimes they commit. But the ideology proposed by Sunstein would place a prior restraint on all filmmakers regardless of whether they engage in those activities or not. Also, if certain people who engage in sexual harassment use porn in that endeavor, they and they only should rightly be punished for their actions.

The most disturbing element of Sunstein's ideology and where he obfuscates the most is when confronted with assertions that the legal realm he proposes may move beyond pornography and into so-called "art." A member of the audience expressed

concern that artists such as the late Robert Mapplethorpe would be censored if the law began to slide down the slippery slope. Conceding that he was not familiar with most of Mapplethorpe's work, Sunstein finessed something about finding "self-fulfilling and conscious political statements of expression" in the art so that it could be protected. (I'm paraphrasing badly, because I'm not sure what he was trying to say.)

Here's where Sunstein gets confusing because by following his logic, one can arbitrarily decide what has merit and what doesn't. This is no less arbitrary from the current obscenity laws, which he condemned for being based on the assumption that the current social construction of sexuality is fine as long as it is not debased. While the distinction between political and "other" speech is problematic in itself, it seems even worse to make distinctions among this "other" speech, particularly that designed for entertainment. The undertone of Sunstein's ideas is that speech is supposed to have some type of purpose, therefore speech cannot exist solely for the sake of entertaining or diversion. Most of the television and movies we watch do not have contain this Sunsteinian self-conscious political statement. So we then can arbitrarily decide that certain what mindless entertainment is valuable and what is not.

The Mapplethorpe work that received the most attention during the NEA controversy was of a naked man with a bullwhip in his rectum. It is quite obvious to not only experts in the field but also to casual lay observers that such a picture makes a much grander political statement than "Kasha and Friends" or "Sinderella." Or maybe the statement is just more politically correct.

## The Res Gestae

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The Res Gestae requests that submissions be placed on Macintosh or MS-DOS 3.5 inch disks. This will save us time and expedite the printing of your ideas. The piece may be typed in any of the following word-processing programs: WriteNow, Microsoft Word, WordPerfect or FullWrite.

## MacKinnon Responds To Letter Printed in "Princesses" Column

To the Res Gestae:

Regarding "Princesses" of April 5, 1993, I am proud to be conflated with Professor Payton. Other than that, for what it's worth: (1) Last week, for the first time in 14 years of teaching, I rescheduled my classes in order to try to deal with genocide. (2) I do not take the elevator to class. I prepare at home. (3) I do not present "tales of personal achievement in class. Some students in the past have complained that they would like to hear more about what I have done. I do notify my classes when I have participated in a case, and on what side. (4) I do not spend a lot of time reading law review articles. I do tell my classes that I regard them as mostly worthless. (5) I re-read the cases I teach (and have taught about 12 times before) each time I teach them. (6) Professor Payton and I have, on occasion, to my benefit, been seen at the same time and place.

I would ask if your author(s) could get anything else factually wrong, but it sometimes seems this is taken as a challenge. Humor is funnier, I find, as well as less ugly, when it is based on something real.

-Catherine A. MacKinnon

*Editor's note: Professor MacKinnon is referring to a letter written to "The Princesses" not by them. Considering all of the copy this paper puts out and the limited amount of corrections that have been required this year, I guess we have pretty much met the challenge.*

## To Our Readers:

Well folks, this is the last issue of the Res Gestae for this school year. This year we've tried to go out with a bang with our series of stories looking at whether law school is really worth it.

We hope it provides some insight to the problems that either you or many of your friends may be facing. The larger hope is that the Law School administration and faculty will take note and try to implement changes in the near future.

This will probably be my last Res Gestae, although I still have a year to graduate, so I would like to thank Lisa, Julie, Rich, Dave, the two Brians, Stacie, Noah, Emily, David B., the Princesses, Jeff and Dawn and others who have helped with the paper this year. We've had our controversial times this year, but overall I think the publication has improved. While next year's editors have not been chosen yet, I'm confident they will keep the paper running strong.

Anyway, good luck to everyone with the last three weeks, on your finals and during the summer. To those who will be leaving the Quad, enjoy your last free summer and good luck on the bar and your future endeavors.

-Derek Lipscombe, Editor-in-Chief

## RG Correction:

After talking to other students who attended a showing of a controversial videotape containing pornography at a meeting of the Journal of Gender and Law that was held last semester and learning about a detailed set of notes taken by Professor MacKinnon during the showing of the entire videotape, the Res Gestae has established that the Professor did not stop the showing of the videotape, as previously reported. The R.G. regrets the error.



# Pre-Screening: A Panacea for Placement?

## Editor's Note:

Among the problems facing the placement process is the fact that students engage in dozens of interviews for which they have no chance at getting a "flyback." One way to alleviate this problem would be to allow employers to pre-

screen applicants before they visit campus so students know where they stand at the beginning of the process and do not waste their time in meaningless interviews. From the standpoint of the firms, they no longer need to go through the motions and can interview only those students they are truly interested

in. The Placement Office has taken a position against pre-screening and its implementation does not appear imminent. Nevertheless, we asked two students to present their views of the matter. Arguing for pre-screening is Michael R. Phillips, 2L. Arguing against it is Lynette D. Simmons, 3L.

## Pro:

By Michael R. Phillips  
Special Contributor to the RG

Complaints about the fall interviewing process are as common around Room 200 as blue suits. The interview season seems to span several decades. Recruiters stare at students as stony-faced as Mount Rushmore, or have to be fed coffee intravenously in order to maintain consciousness. Desperate students interview with firms in Nova Scotia because the Placement Office has randomly excluded them from overcrowded interview lists of big city firms. Permitting employers to pre-screen interviewees is no panacea for the ills of Michigan's recruitment process, but it would alleviate all of these problems to some degree.

The best reason to allow pre-screening is that it already occurs. The direct correlation between quantity of flybacks and grade point averages is no accident. Nor is it coincidental that interviewers rarely yearn to know more about the year a student spent studying in Ecuador, but are always intensely interested in an applicant's grades. In reality, the three most important factors in interviewing are grades, grades and grades, in that order. The reason for this infatuation with grades is quite simple: firms seek an objective, quantifiable criteria to help them wade through the morass of ivory-colored resumes, and grades fit that bill. Of course, grades are arbitrary and unrelated to actual ability, etc., etc. But their use as a screening device is both real and inevitable.

Aside from instilling the virtue of honesty into the recruitment process, employer pre-screening would produce many benefits for the autumnal denizens of Room 200. It would spare students from conducting monotonous and time-consuming interviews with firms that have already excluded them from employment. Their schedules unburdened from such interviews, recruiters are likely to be more awake and attentive. Interviewees are less likely to be arbitrarily foreclosed from meeting with firms

that are legitimately interested in hiring them. Fewer interviews facilitates compacting the interviewing season. Michigan may attract more firms if they can choose their interviewees in advance. And finally, students will receive an indication of their employment prospects earlier in the process, instead of waiting weeks to learn their fates.

Much of the opposition to pre-screening appears to arise from the "killer interview" theory: the notion that the brute force of an interviewee's personal charm will entrance interviewers into disregarding more objectively worthy applicants. While anecdotal evidence of this phenomenon abounds, as far as I can tell it is pure myth. The theory would be more believable if on-campus interviewers actually had authority to hire. Nevertheless, they are usually mid-level schlubs subservient to the firm's hiring committee, and are more apt to justify their choices to their superiors by citing an applicant's G.P.A. than by relaying their personal affinities for the student. Interviews are very important, but only for distinguishing between applicants who have survived the initial screening.

Pre-screening offers a misleading appearance of elitism, but it will actually benefit students with lesser objective credentials. Presently, the possibility of landing a job with a prestigious firm interviewing on campus deters many students from engaging in costly and time-consuming letter writing campaigns to seek positions with the many firms that do not visit campus. Under a pre-screening regime, applicants will receive a more accurate assessment of their prospects for employment with on-campus firms at an earlier time. This information will help them pursue other employment options, if necessary.

The Placement Office typically expresses profound horror at the mere suggestion of instituting employer pre-screening at Michigan. Despite its ugly exclusionary facade, such a program would benefit the recruitment process and its participants. The administration should take this reform to the placement process much more seriously than it has thus far.

## Con:

By Lynette D. Simmons  
RG Staff Writer

Meet the most bitter person in the world: \* the University of Michigan Law School reject who, because of this rejection, is forced to attend an allegedly accredited law school like Red Deer College of Law. Why is this person bitter? Because s/he failed to meet the "high standards" of the University of Michigan's admissions committee, i.e., failed to convince the committee that as a student here s/he would add to the reputation of the school.

From this premise at least two arguments follow. First, Michigan Law has already prescreened the student/applicant through its rigorous admissions process. Why do employers come here in droves and all but ignore other law schools like Red Deer College of Law? Because Michigan warrants its students by its admissions policy and employers know it. Why should they be allowed a "second bite" at the proverbial apple?

Second, simply because rejection is the potential outcome of an interview/application, the interview/application itself should not be barred. The rejected person picks up the pieces and finds an alternative law school or place of employment.

It is also worth noting that many people are more charming in person than they are on paper. (Plus, our Law Review/Gunner types already get enough perks.) If an employer just wants to judge a Michigan student on her or his "paper" merits, why come to campus at all? Why not just accept a mass mailing from all interested students, wade through the resumes in the comfort of the home office (while taking coffee intravenously) and fly back the people who look interesting on paper. Imagine the time and money employers would save by this process.

Further, it cannot be overlooked that firms, more often than not, engage in "puffery;" that is, claiming to hire people only if they have

certain GPAs, Moot Court experiences or a particular class standing. If you have ever flown back to a firm that makes such claims, as I have, you will discover that very few, if any, of its attorneys actually meet any of the "high standards" explicitly set forth on their NALP sheets. To allow prescreening is to allow the firms to maintain this facade and put off people who really have an honest chance at employment.

I suspect that I am not the only student here that owes various banks over \$45,000 (not including interest) because I chose to attend Michigan Law school instead of a cheaper, less reputable school. Of course while we were not *promised* jobs, we certainly did not intend to spend an additional \$20,000 flying ourselves out to firms that were sitting right under our noses in Room 200 but who would not interview us because we did not meet some arguably insignificant criteria on a prescreening form. We are essentially paying for the right to interview with firms that come to Michigan whether or not we have a prayer of being hired. This can be argued from the simple fact that often these firms completely by-pass cheaper, less reputable schools.

Finally, having a vivid, if not slightly biased, imagination, I just cannot believe a prescreening form would be based exclusively on grades. I can just picture the below "neutral form:"

- Please state your name, last, first, middle initial.
- Please list all the major holidays you celebrate.
- Complete the following sentence with "Golf" or "Shop" but not both.
- "In my free time I prefer to \_\_\_\_\_."
- Please use the phrase "Domestic Partnership" in a sentence.

Hopefully, this slippery slope form of argument will never come into play because the placement office will stay wise and never allow employers to second guess the hard work of this school's admissions committee by letting employers "prescreen" for any reason.

\*With apologies to Matt Groening

## Prof. MacKinnon Receives Susan B. Anthony Award

Professor Catharine A. MacKinnon received the Susan B. Anthony Award from the Women Law Students Association (WLSA).

MacKinnon was honored for her contributions to the plight of women around the world and was called "a true model for the women at the University of Michigan." WLSA cited MacKinnon's work in raising the consciousness of sexual harassment in academia, in writing an ordinance for the victims of pornography and her recent filing of a federal lawsuit on behalf of a Bosnian rape/death camp survivor against a Bosnian Serb leader.

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## LAW SCHOOL,

*continued from page 1*

changes is on the table with the school's Academic Standards committee.

Students worry that if they do not have at least a 3.0 GPA, employers will not be interested in their resumes at all. This worry is not unfounded. Michigan students compete, for example, with Harvard graduates, who boast a 3.3 to 3.5 average GPA. Michigan's recommended average GPA is about 3.04, according to the first-year curve.

An entire section of 160 students at New York University earned only four Cs in one semester this year while the recommended grade distribution at Michigan is for 13 out of a 90-student section to receive a C or below.

Employers are commonly unaware of these discrepancies; therefore, Michigan students are arguably disadvantaged in the initial job search or when their name is brought before a firm's hiring committee.

The influence of jobs and grades also effect how students choose professors and courses and has led to intellectual apathy among students. "What's the curve?" is a common question, and the two most popular issues of this paper are those which contain the grade curves. Instead of taking a class because it's innovative, challenging, or even practical for the future, many students will make their choice based primarily on the professor's past curves.

Many students are of the feeling that while they are here, the school is concerned with them, mainly because they pay tuition, but that after graduation, those concerns dissipate until they are called for alumni donations.

One 3L who is leaving in a few weeks and has accumulated a large debt, Bobby Lee, is "concerned about what the future holds," while one student who is winding up his first year, Robert Nacionales-Tafoya, has already realized that the burden of educational debts will limit his future job options and won't allow him "the opportunity to achieve the American Dream."

### REPUTATION

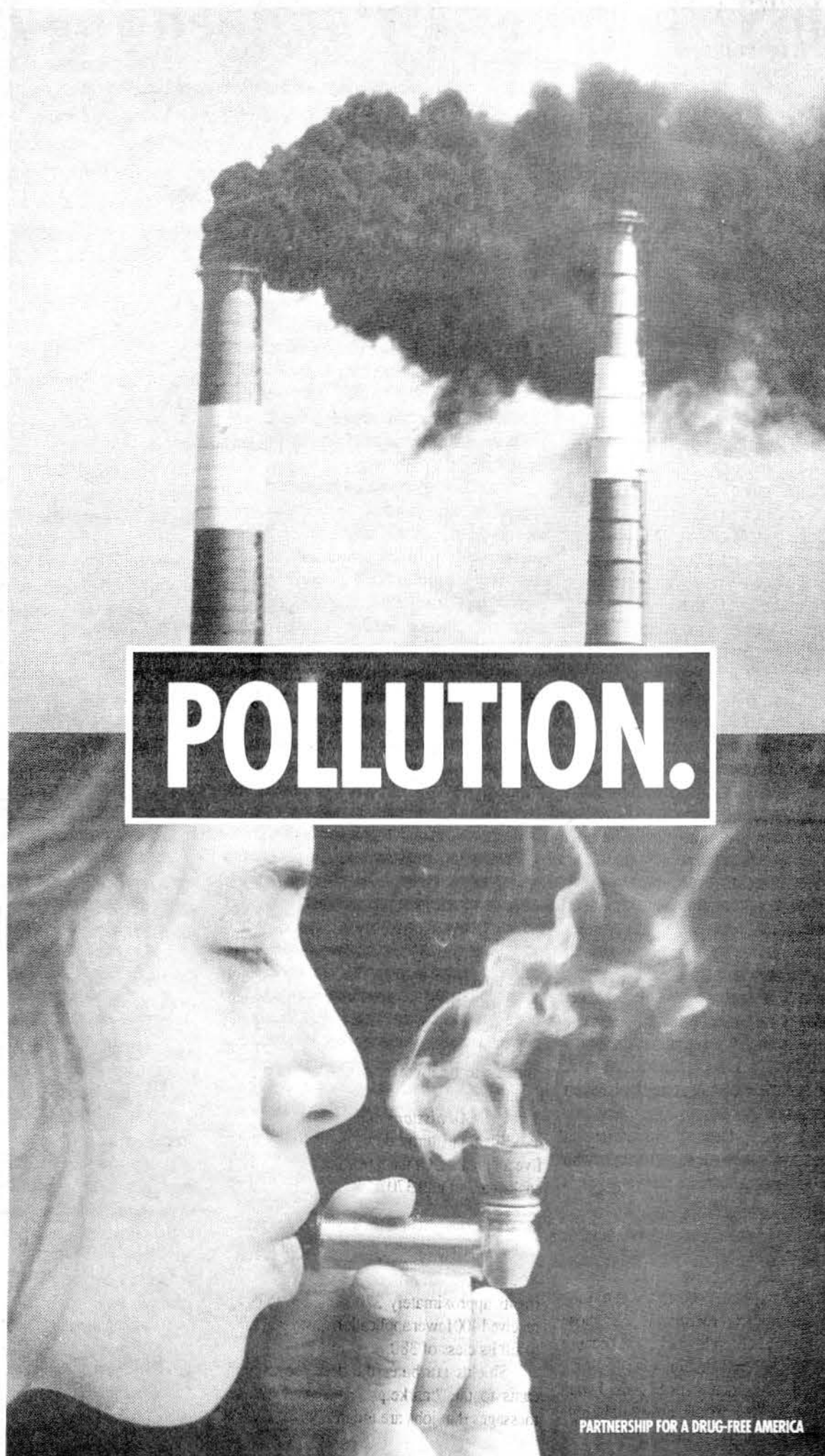
#### By Academics

1. Yale
1. Harvard
1. Chicago
4. Michigan
4. Stanford
4. Columbia
4. Cal-Berkeley

#### By Lawyers/Judges

1. Harvard
2. Yale
3. Stanford
4. Michigan
5. Georgetown
6. Virginia
7. Columbia

**\*Based on two surveys: one of deans and senior faculty and the other of 3,000 lawyers, hiring partners and senior judges.**





# ADMISSIONS,

*continued from page 1*

cants.

Despite the increase in women applicants, enrollment figures from the New York Law Journal show that the spring 1992 entering class contained fewer women. The declines were dramatic for the following schools:

Columbia	41-36%
Stanford	50-42%
Michigan	47-40%
Chicago	40-35%
Cornell	42-39%
Northwestern	39-36%

Possible theories for the decline range from a stabilization in numbers from years in which record highs were set, to fewer women applying, to changes in composition and scoring of the LSAT, and to the recession's disproportionate impact upon women.

Actual enrollment numbers from this year's entering classes at Michigan, Wayne State University, Virginia and Yale show that "minorities" (including African-Americans, Hispanic-Americans, and Asian-Americans) comprise around 10 percent of the class at Virginia and Wayne State, 24 percent at Michigan and 22.5 percent at Yale.

Robert Carr, overseer of the Candidate Referral Service (CRS), a branch of the Law School Admissions organization, said that because of the shrinking applicant pool, his service has seen an increase in use. In 1992, his service completed 800 searches of students for law schools, as opposed to more than 600 in 1990-91.

Schools competing for top students want to identify those with high GPAs and LSAT scores and actively recruit them. So the CRS does a profile search, and many schools then recruit those students.

Jean Webb, Admissions Director at Yale, said that one of the factors driving greater use of CRS to augment applicant pools is the proliferation of rankings, such as U.S. News & World Report's, which place great emphasis on a school's numbers.

Dennis Shields, Dean of Admissions at Michigan, uses CRS to identify students who have numbers higher than the previous year's median. He then sends letters to those potential applicants.

The competition among schools to attract the best students can be intense. Heather Gerken, 2L and Editor-in-Chief of Michigan Law Review, was heavily recruited. She chose Michigan over other top law schools, because she received a full scholarship.

"This was important to me because I want to do public interest work and now will be able to leave school debt-free," she said.

Merit scholarships offered to applicants is just one way schools compete. But scholarship money for a large number of top students is scarce at public universities, so Michigan devised other ways that are less costly, and also quite effective.

## Transitional year at Michigan

When Dean Susan Eklund assumed the additional role of Dean of Admissions in 1990-91 to fill in the gap between the tenures of Alan Stillwagon and current Dean Dennis Shields, she approached the job with a fresh outlook.

"There had become a lack of daring in the admissions process," she said. "Things were being done the same way. I was completely unable to do that. I was thrown into it and worked from a sense of paranoia. 'What if I invite them all and no one comes?'"

But instead of waiting by the window, Eklund went out the door, and on a run.

"I knew we were thinly staffed. I took a student-services approach and started the preview weekends and phone-a-thons," she explained.

"I found it tough to answer the question, 'Why should I go here' so I invited them here to see Michigan."

In addition, Eklund wrote to many student groups on undergraduate campuses, tapping people and gearing up interest in Michigan.

She also learned from those who had been playing the admissions game well. She was told that students tended to like the school and accept admittance to the one who sent the first letter. So she moved quickly.

For example, Eklund explained that she admitted fewer women than her predecessor Alan Stillwagon did, but got 47% to accept. Eklund believes that it was because many women were admitted fast.

Faculty involvement also helps. Eklund explained that many faculty members called or wrote to applicants who were interested in the same areas of law. Gerken was contacted by faculty, which she said was encouraging to her.

Shields has continued the preview weekends and phone-a-thons, relying on current students to be involved with attracting good candidates.

## Admissions at Michigan

Michigan turns down four out of every five applicants. Of the 5,000 people who apply each year, around 370 accept their invitations.

Yale receives about the same number of applications, but has a smaller entering class size of 175. Wayne State University receives between 1500 and 1800 applications each year for its approximately 220 slots, and Virginia received 400 fewer applications last year (5,000) to fill its class of 380.

Shields attributes the decrease in applicants to the "marketplace, which has sent messages that jobs are tough to come by." He

*Looking more carefully at applications for indications of the "consequences of being African-American will ensure that African-Americans from all parts of the community will have access to higher education, not just the upper middle class who are already doing okay."*

— Chris Ware-Dorman, 2L

said the short-term concern for admissions offices is competing for the smaller number of applicants.

Webb said Yale typically has been successful in attracting top students for several reasons, including Yale's constant ranking at or near the top. Yale extended 339 offers last year, including previously deferred students, to make up its class of 175. Michigan typically extends 1,000 offers for its class of 370.

One aspect of admissions which Yale does not have to figure in is accepting a certain percentage of in-state students. Michigan's resident enrollment is around 40 percent, Wayne State's is closer to 98 percent, and 55 percent of Virginia's class is made up of state residents.

This is not as much of a factor at Michigan when the in-state student applications are strong, but when they are not, Michigan must still admit residents.

## Who gets in?

In determining which students shall be admitted, all schools claim the entire application is taken into account.

A student's "numbers" must be in the school's range of acceptability. The LSAT score and undergraduate GPA still catch the eye of admissions officers first.

Karen Vickers, Virginia's Enrollment Services Assistant, said the admissions committee weighs the LSAT (40 percent), GPA (40 percent) and recommendations, extra-curricular activities and work experience (20 percent), in that order.

Webb said Yale looks to "excellence in whatever form it takes." This is evaluated by the LSAT and undergraduate GPA first, followed by a short essay on a topic of choice and recommendation letters. Next on the list is work and extracurricular experience.

In addition to numbers and other experience, Marcia McDonald, Director of Admissions at Wayne State University, said Wayne is concerned with diversity and students who give indications that they will be "successful in law school and after law school as well."

Wayne actively tries to accommodate diversity by offering an evening program and a combined evening-day program as well. The average age of the evening students is 27; overall, the average age of a Wayne students is 24.

This maturity not only adds to diversity, it also brings students who have already proved successful in other areas of life besides school, said McDonald.

"Students now are more realistic, more concerned and aware of the realities of what it

means to be a lawyer," McDonald said.

Michigan's strategy adds yet another angle. To "attract as strong a student body as possible," Shields said, "we look at the traditional criteria, but we also focus on how engaged the applicant is" including the applicant's "ambitions, enthusiasm and desire to interact and learn from others."

## Diversity

The buzzword at law schools across the country is "diversity." Everybody wants diverse classes full of diverse viewpoints and diverse interests.

"What do we mean by diversity? Not everyone should be exactly the same. There is no model student," said Shields. "Michigan wants students who are 'very bright and very different.'"

But Chris Ware-Dorman, a Michigan 2L, believes "diversity" may be narrowly defined. "In any admissions process involving African-Americans, officials should look to the consequences of being African-American in society," he said.

These consequences, he explained, may be going to tough public high schools, working through high school and college, and going to public universities, to name a few examples.

By using "color as the only indicator of diversity, you don't have true diversity," he said. Looking more carefully at applications for indications of the "consequences of being African-American will ensure that African-Americans from all parts of the community will have access to higher education, not just the upper middle class who are already doing okay."

## Improvements

As top law schools compete for the decreasing applicant pool and as applicants seek to maximize their educational returns, Michigan can not rest on its laurels of being a top-ten law school.

Stating that polls, like U.S. News & World Report's, which recently ranked Michigan 7th overall, are not truly indicative of the school's real value, Shields said that "the institution works hard at being the best it can be."

He did outline some of his own goals in seeking to remain competitive.

"I would like to see more and better student-faculty interaction. At Iowa (where Shields came from), the faculty was very accessible. Students said it enhanced their experience."

While he added the Michigan faculty is accessible, it may take a more assertive student to get to know them better. Getting the message out that faculty are accessible is an area which

*As top law schools compete for the decreasing applicant pool and as applicants seek to maximize their educational returns, Michigan can not rest on its laurels of being a top-ten law school.*



# Increased Costs, Lower State Aid Result in Tuition Hikes

By Noah Finkel  
RG News Editor

Tuition and fees to the Michigan Law School have increased 190% for Michigan residents and 154% for non-residents in the past decade, but the law school is not to blame, administrators said.

In the 1982-83 academic year, tuition for Michigan residents was about \$3650, and tuition for those residing out-of-state was about \$7300 for the entire year. This year, tuition and fees totaled \$10,550 for in-state students, while out-of-state tuition was \$18,525.

Adding in the law school's estimate of yearly expenses, Michigan law school costs almost \$30,000 for student from a state other than Michigan. U.S. News and World Report ranks Michigan as the third most expensive law school, behind only New York University and Stanford, in its annual survey of graduate and professional schools.

Law school deans and administrators said the University's central administration, and not the law school, sets tuition and fees.

Tuition is set by the Provost's Office, after consultation with the deans of the schools, and then recommended to the Board of Regents, which must approve the measure, said Assistant to the Dean Raburn Howland. The impact of any individual school unit on this process is

relatively minor, Howland said. The provost's consultation with the dean is to ensure that the University does not price the law school out of the market.

Howland said the central administration and regents take a number of factors into ac-

count when determining whether to increase law school tuition, most importantly, the level of state appropriations.

Howland said he believes tuition has increased in the past decade because state appropriations to the University have remained rela-

tively flat, and the University has faced drastically increased costs in health insurance for its employees.

Associate Dean Edward Cooper explained that the state bases its increases in funds to the state universities roughly upon the rate of inflation. But the "University Price Index" has increased much faster than the "Consumer Price Index" in the past decade. Unlike most consumers, universities consume a disproportionate number of books, of which there has been a significant increase in price, and health benefits for its staff, the cost of which many estimate has increased up to 20% in the past decade. So the revenue the University has received has kept pace with the general inflation rate, but not with the rate of inflation of universities.

Howland said tuition increases are the result of the University of Michigan being a state school but competing as a "world-class university." Private peer institutions traditionally charge high rates of tuition and have large endowments from which they may draw. But Michigan has no endowment and is thus dependent on revenues from the state. When state appropriations fail to keep pace with the cost increases faced by the University, the University must make up for the difference with higher tuition if it wishes to remain a world-class university.

## Tuition Rankings for Top Public Schools

### Out-of-State Tuition\*

- |                |              |
|----------------|--------------|
| 1. Michigan    | 6. Wisconsin |
| 2. Virginia    | 7. Boalt     |
| 3. Minnesota   | 8. Iowa      |
| 4. UCLA        | 9. Texas     |
| 5. UC-Hastings |              |

**\*The difference between Michigan and Virginia is approximately \$4,900. The difference between Virginia and Texas is approximately \$6,000.**



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## FINANCIAL AID,

*continued from page 1*

first loan forgiveness program in 1979, those earning below \$41,000 are eligible for the program. It must be kept in mind, however, that the Michigan program only grants partial forgiveness.

While the school's forgiveness program may not be comprehensive, one alternative would be for students to work with

possible federal programs designed to forgive debt. For example, Herman Randow, 2L, favors the expansion of President Clinton's proposal of debt repayment through public service to law graduates. "Such a program would allow students to return the benefit we receive in the form of educational loans, back to the public."

For many students, the burden of educational debts has already begun to exert its influence on future plans.

"My debt will limit the opportunities I have," said Robert Nacionales-Tafoya, 1L. "The debt management program is a nice gesture, but as far as I can see, it's just that. It won't allow

me the opportunity to achieve the American Dream.

"After graduating, I'll need to earn money and establish a reputation. It worries me that I may not be able to leave a high-paying firm position to follow my own goals. It basically comes down to the question of whether the firm is using me or whether I am using the firm — the latter is the only way I can look at it and be comfortable with what I will have to do."

But recent developments in financial aid may offer a welcome glimmer of hope for some students.

The recent reauthorization of the Higher Education Act, which occurs every six years, has changed standard practices. The federal government now considers all graduate and professional students as "independents" for the purposes of financial aid. In practice, this means parental information is no longer considered in the Stafford and SLS loan awards. Students applying for loans only must complete the new FAFSA form, while those receiving a combination of loans and grants must complete both the FAFSA and the GAPSAS.

Beginning October 1, Stafford and SLS loan limits will increase from \$7,500 to \$8,500 and from \$4,000 to \$10,000, respectively. Students won't be able to cash in on the increase during the fall semester, though, and will have to file another application to receive the extra amounts of these loans for the winter term.

Most students hope not to rely on loans, if they can avoid it, yet the availability of grants has been limited. Although Gottschalk assures the adequacy of loan programs to meet student needs, the law school did run out of grant and internal loan funds in November 1992 for the first time in 10 years. For students not receiving adequate external loans, the law school was unable to make up the unmet need through its internal sources.

"Students must maintain a good credit history, especially for acquiring external private loans. More and more lenders are reviewing credit histories before making the decision to disperse loans," Gottschalk said.

The consequence of having a healthy credit history may become even more significant considering that lenders may take it into account for SLS loans beginning in 1994-95.

Another change set for '94-'95 is the implementation of the Direct Lending Program. The entire University would be one of the approximately 500 schools throughout the nation participating in phase one of the program. The federal government would disperse funds to the university which would, in turn, pass them on to students. Eliminating banks from the process would improve the disbursement turn around time, and the university would replace individual lenders as the loans servicer. The program could be fully implemented at all universities by the 1997-98 academic year.

While the law school cannot deny its status as a public institution, neither can it ignore its private school demeanor. In the past twelve years, tuition has more than tripled, and state support has declined. Director of the Law School Fund, Anne Griffin Sloan, recognizes the growing significance of alumni support.

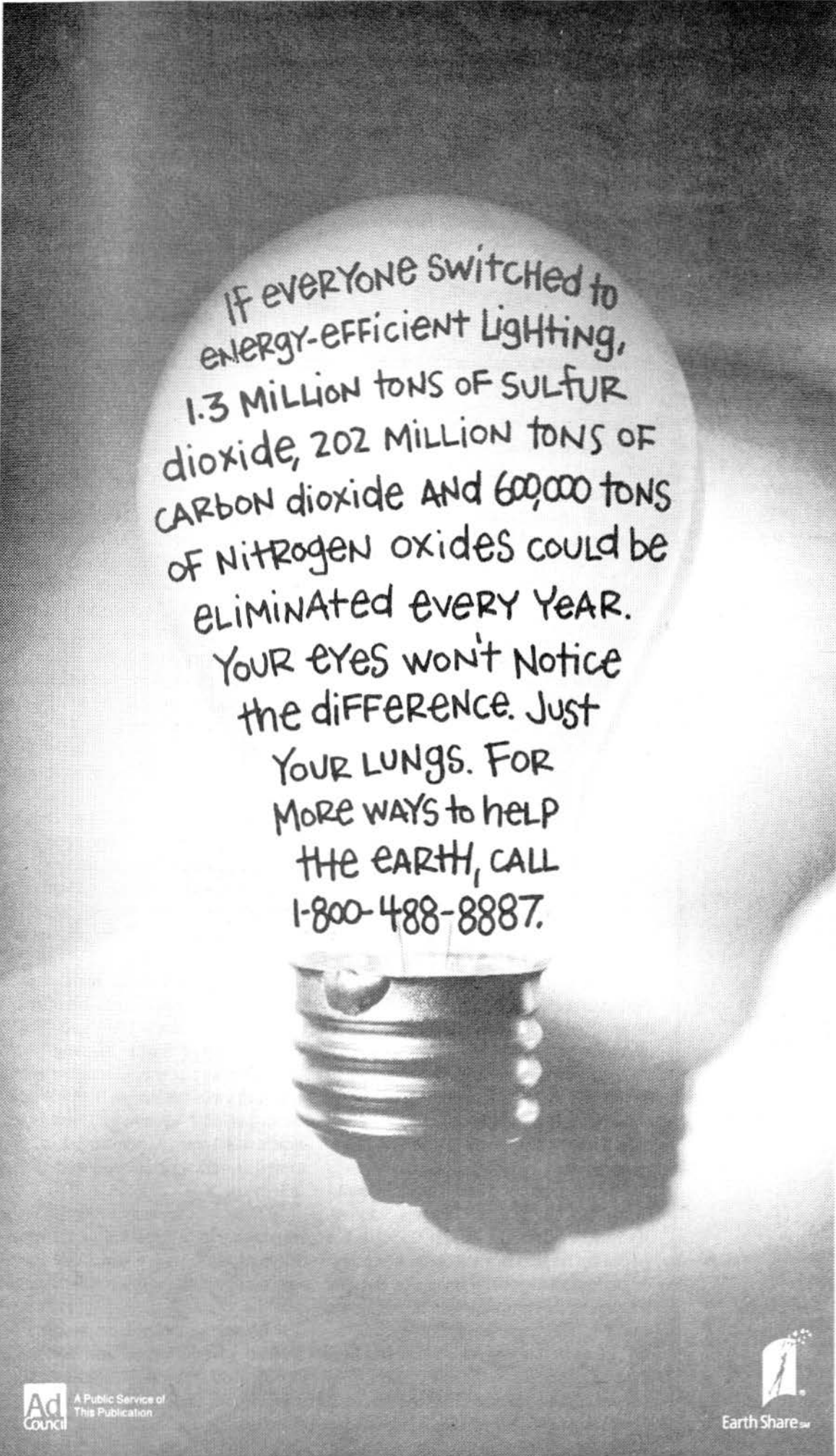
"For so long, the law school emphasized that alumni donations enabled Michigan to make that extra difference in a student's education," she said, "whereas now, our focus has shifted. Their gifts constitute a strategic part of our operating budget." Currently, the Law School receives approximately only 10% of its funding from state educational sources.

The learning process has been slow for alumni, but Sloan said they are getting the picture.

"Their participation counts, but the actual size of the gift does matter," she said. "We can't spend participation."

"Lots of Michigan alumni feel we constantly harass them for more money, but when we say tuition is one hundred times what it was when they attended Michigan in the 1960s, it really hits home."

The \$75 million Law School Campaign, which Associate Dean Susan Eklund calls a "people-oriented campaign," hopes to increase the financial aid budget by \$15 million.



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# Students Face Leaner Job Market

By Brian O'Donnell  
RG News Writer

The news in the trade press is not great. "Supply Outstrips Demand for New Lawyers - With No Correction in Sight," stated things fairly bluntly in the March 8 edition of the Connecticut Law Tribune.

Texas Lawyer put a marginally happier spin on things with this entry last year: "Top-Notch Grads are Flooding Small-City Firms."

And here at Michigan, students are working hard to secure jobs that, in better days, might have come looking for them.

"I busted my butt to get a job," said Tracey Heinhold, a 2L. "I think every lawyer in America has my resume."

Heinhold, who found a summer job this month with a small Las Vegas firm, said she made a mistake focusing on Los Angeles. "I picked a lousy market," she said. "And my fallback was Denver. That's a horrible market."

"I know people that go to 'lesser' law schools than Michigan," Heinhold said. "If we're having this much trouble, I can't imagine what it's like for them."

It's worse, according to the National Association for Law Placement.

Fourteen percent of the class of 1991 nationwide were still unemployed six months after graduation, a NALP survey found. At Michigan that year, the figure was only four percent.

Still, four percent unemployment among

members of a Michigan class comprises more than a dozen alumni, some of whom are probably deep in debt and wondering whether law school was such a good idea after all.

"If you really want to be an attorney, it's worth it," said Heinhold. "If you got here because you didn't get into med school and you didn't want to be an accountant, maybe not."

The Connecticut Law Tribune worries about the wisdom of pumping 39,000 new lawyers each year into a system that hires about 34,000. "Particularly in light of the huge debts some students are incurring to attend law school, information should be made available to students by college career services on unemployment figures, the increasing supply of lawyers and the job profiles of recent graduating classes," according to an article by a consultant at an attorney placement firm.

"This place [Michigan] needs to pare down people's expectations the minute they get here," said Lynette D. Simmons, a 3L who is still looking for a job. It wasn't until the end of her second year, Simmons said, when somebody first mentioned the possibility that she might not find a legal job that summer. She did find one, in Detroit; however, she did not enjoy the experience.

Simmons, who is black, said she knows white students with lower grades who have found jobs without the thorough search she has conducted, leading her to conclude that there are deeper problems in the job market. "At this point, it is not my fault," Simmons said. "It is

## Recent Placement Figures at Michigan Law School

### % reporting jobs at graduation

'92	'91	'90	'85	'80	'75	'70
91	91	93	92	90	75	76

### % reporting jobs 6 mos. after graduation

'92	'91	'90	'85	'80	'75	'70
94	96	98	n/a	n/a	n/a	n/a

sexism and racism that is keeping me out."

Michigan's statistics reflect the national explosion in legal workforce in the late 1980s and the slack in the market today.

- Six months after graduation, 98 percent of the class of 1990 had jobs, but that figure fell to 94 percent in 1992.

- In 1990, 93 percent of the class had jobs on graduation, but that figure fell to 91 percent in 1992.

- In 1990, 982 firms interviewed on campus, but that figure fell to 814 in 1992.

- In 1990, 89 percent of 2Ls found summer jobs in private firms, but that figure fell to 80 percent in 1992.

- In 1990, 66 percent of 1Ls worked in private firms for the summer, but that figure fell to 45 percent in 1992.

It's not that Michigan is particularly worse off than other highly ranked law schools. Howard Maltby, director of placement at Columbia, said jobs were relatively scarce, even in New York, but added, "My sense is that the market has bottomed out." University of Chicago is expecting 96 percent of the class of 1993 to be placed upon graduation, down from the usual 98 percent, said Paul Woo, director of placement.

Placement is a weak spot for Michigan in the annual U.S. News & World Report survey of law schools. Michigan was ranked seventh overall in the 1993 survey, but ninth in placement.

In that category, Michigan trailed, in order: NYU, Yale, Chicago, Columbia, Stanford, Harvard, Virginia and Boston College. The placement ranking is based on the percentage of graduates with jobs on graduation and after six months; the ratio of campus interviewers to students; and the average starting salary.

Last year, the magazine ranked Michigan 11th in placement, and ninth in 1991. (The ranking factors do not favor a school like Michigan, which has relatively large classes and is not based in a high-paying urban mar-

ket.)

The job market is least hospitable to lowly first-years, as most 1Ls have already figured out. In 1992, according to the Michigan placement office, 45 percent of Michigan 1Ls found summer jobs in private firms, 12 percent worked as judicial clerks, 27 percent worked in government and public interest and 4 percent took corporate legal jobs. That left 6 percent working in research and non-law jobs, and the remaining 6 percent unaccounted for.

When legal employers aren't hiring 1Ls, placement officials have few options. "There is not much one can do. One doesn't control that job market," said Columbia's Maltby. But, he quickly added, "You don't need a firm job as a resume builder."

There are ways to help first years, however. Columbia, for example, coordinates a public interest program that matches 1Ls with civil rights groups in the U.S. and human rights groups abroad. The six-year-old program finds jobs for up to 80 students this year out of 130 applicants, Maltby said.

The program was not initiated to ease unemployment, even if it has that effect. "It's just great experience," Maltby said. "We felt it was a worthwhile thing to be doing."

Columbia students have spent summers with such groups as Human Rights Watch, the Geneva-based International Commission of Jurists, and Amnesty International, in London, as well as working to advance women's rights in Uganda.

"Even with this contraction [in the legal market], it's still a bigger job market than it was 10 years ago," Maltby said. "One has to be realistic about the prospects and the possibilities."

Because of the grim employment scene, students who do find summer jobs are more serious about the work. Gone is the notion of a long summer party in an unfamiliar city, followed by a real job back home. "You can still do it," Woo said, "but you're taking a big risk."

## Summer Job Information

(Percentages)

Summer '92	1L	2L
Private Firms	45	80
Judicial Clerks	12	1
Gov't/Public Interest	27	13
Corporate	4	3
Other	6	3

Summer '91	1L	2L
Private Firms	52	81
Judicial Clerks	4	1
Gov't/Public Interest	31	12
Corporate	3	3
Other	10	3

Summer '90	1L	2L
Private Firms	66	89
Judicial Clerks	4	0.5
Gov't/Public Interest	17	7
Corporate	3	2.5
Other	10	1

# Faculty Propose Changes in Grade System

By Richard Golden  
RG Opinion Editor

One of the major concerns of any student concerned about the value of a law school education are grades. Whether we like it or not, grades play a big part in deciding our future. Forget about what type of person you are, or how well you function in a real work environment, which happens to look nothing like an average law school exam.

Realistically, first-year grades are by far your most important. Those are the only grades available to interviewers when the process starts in late-September. Also, those are the only grades available to the prestigious Law Review, which makes its selections over the summer.

So after first year, people are playing for pride and possible selection to the Order of the Coif, some honor society reserved for a minute portion of each class.

For years, students have expressed dissatisfaction with the seemingly arbitrary grading system here at the Law School. One wonders if it is more than speculation that student work is evaluated in relation to a curve and not on its own merits. While grading exams, Professor X, looks up and realizes, "hey my distribution is a little too high, time to spray a few C+'s and C's out there to fall in line."

At any rate, earlier this semester, a number of you, 493 (or 43% of the student body), participated in the grading survey conducted by the Student Senate. Approximately 90% of the surveyed students advocated some form of change in the grading system. More than 70% of the participants agreed to some extent that too many "low" (C+ or lower) grades were given.

The survey questions covered a broad range, such as the disparity among professors in their grading schemes, and whether the Pass/

Fail option for first-year courses would help smooth the transition to law school (and probably soothe a few bruised psyches). While all the participants did not provide uniform answers to the questions, the general tenor of the entire survey is that students want to see some form of change implemented. The Senate found that many students are worried that our grading system is out of line with the systems of our peer schools, which have apparently changed to adapt to the changing legal environment, thereby disadvantaging Michigan students in the national job market.

The LSSS sent a resolution to the faculty and administration urging them to consider adding additional grading categories (i.e., A- and B-) and raising the grading distribution. "These two complementary changes will yield substantial benefits to students, while not appreciably altering professors' responsibilities," said the resolution. LSSS officials have said they are hopeful, but not totally optimistic that change will take place.

Well, sports fans, there is hope yet, because Professor Richard Friedman and the Academic Standards Committee may be to the rescue. Friedman is chair of the Committee this academic year and under his watch the members have made a proposal to slightly modify the current grading system. The proposal will be presented to the full faculty for a vote at the end of the current term.

The proposal itself would make a few changes to the current system, without a radical alteration. First, it would add "A-" and "B-" to the current grading categories, while deleting "C+" and "D+." Second, the grading guidelines given to the professors would be substantially "higher" for first-year courses than they are now, so that the distribution more closely resembles the one set for upperclass students. Friedman acknowledged that the psychologi-

*"We give more C's than other schools with comparable grading systems. We want a system that not only looks better, but also better reflects the strong performance by our students."*

— Prof. Friedman, Chairman  
Academic Standards Committee

cal impact of a grade beginning with a "C" is real. "We give more C's than other schools with comparable grading systems. We want a system that not only looks better, but also better reflects the strong performance by our students," he said.

Not all faculty members will support the proposal, Friedman noted, essentially because some professors want fewer grading categories, not more. Nevertheless, the committee feels that more is better. "Personally speaking, I miss the A-," laments Friedman.

"If I get work that is not quite 'A' work, I get stuck between an A and a B+, and I may worry about skewing the distribution. With the option of an A-, I can give more grades that start with an A and make finer gradations among the work at the top of the distribution."

I asked Friedman if there was one particular reason the Committee decided to pursue the grading proposal this year, instead of in the past. He recalled that it had been briefly considered last year, but was not pursued beyond simple discussion. Upon assuming the chair this year, he noticed a sense of dissatisfaction with the current system among both faculty and students. "The job market puts a lot of pressure on people and there is a perception that we give out a lot of C's. If indeed students are hurt by the system, why not do something about it?" Friedman wondered aloud.

Friedman said that the committee took into account the grading systems of comparable law

schools. For example, Chicago, Stanford, and other schools have a numerical system with 20 or more categories genuinely available to a professor. By contrast, Yale, Berkeley, and others have as few as 3 categories. Friedman stated that the committee chose to position itself in the middle of the possible extremes.

Friedman said he was pleased with the student reaction the proposal has so far received. The Student Senate has given positive input into the process. "The committee has put in a lot of work and made it a priority to get the proposal to the faculty this year. A grading system raises many issues, and some faculty members have reasonable grounds to oppose the proposal we are putting forward. Whatever happens though, I hope students realize that they are being heard and the committee is concerned. We want a system that is honest, fair, and works well for them [students]," Friedman concluded.

The committee is hoping for faculty approval at the end of this term and if it is granted, the modifications should be in place for next year. While this proposal is not a cure-all for the problems students may have with grades, it is good to see the faculty taking pro-active steps to remedy a situation easily within their control. In the long-run, these changes can only have positive effects, as the gap between effort and result is closed, and if a job offer comes along with it, so much the better.

## Recommended Grade Distributions for 1Ls

Grade	Recommended Curve
A+	0-3%
A	13%
B+	21%
B	25%
C+	25%
C	11%
D+	0-3%
D	0-1.5%
E	0-0.5%

**\*This would work out to an average of just over 3.0. This information was collected from a Fall 1989 RG article based on figures provided by the Law School.**

## LSSS Announcement:

**The Law School Student Senate would like to extend its sincere thanks to Ina Kurcz, Colleen Lennon, and Joe Levan and to all third-years who have worked with LSSS and Senate Committees to improve the quality of life at the Michigan Law School.**

**Their leadership, dedication, and hard work is greatly appreciated.**



# Law School Seeks to Fill Faculty Spots

By Derek B. Lipscombe  
RG Editor-in-Chief

Weiler, Simma, Chambers, Shaw and Kramer.

The name of a new powerhouse, law firm? No.

These are five professors who will not be teaching at Michigan Law School next year.

Three have left for good. Professor Joseph Weiler is heading to Harvard, Professor Bruno Simma went back to Europe and Professor Julius Chambers will become president of a Black college in North Carolina.

The other two are scheduled to return. Professor Ted Shaw is taking a two-year leave to become an executive with the NAACP Legal Defense and Educational Fund and Professor Larry Kramer has received a one-year fellowship.

The losses of Weiler and Simma will be major blows to the International Law section of the faculty, while the departures of Chambers and Shaw will leave the school with no minority male professors.

"Honestly we have a really strong faculty, but we're small," said Kramer, who was the head of the faculty hiring committee last year. "We're smaller than we should be. There's a lot of awareness that we need to grow... especially in the young end."

He added that while Michigan has "big needs everywhere" curriculum wise, the faculty is especially thin in the areas of International and Constitutional Law and also Law and Economics. But the unwillingness to bend from the standard of hiring top candidates, who are both strong as teachers and as academic scholars, makes filling those needs a process that can resemble a snail's crawl.

Typically, the hiring process starts with a cursory look at hundreds of candidates and then the committee looks "closely" at about 50, and "really closely" at about 20, of whom about 10 will actually go to the hiring committee and between three to five will receive offers. From that number, the school hopes to get two acceptances.

Last year, Michigan was able to hire three new full-time professors out of the five offers it made. Two of those professors, Deborah Malamud and Debra Livingston, started this year, and a third, Steve Grolef will start in the fall. The new professors, Kramer said, fulfilled both substantive and diversity needs.

This year, though, the process may prove to be more difficult.

There are more budget constraints this year (a 2 percent across-the-university budget cut hasn't helped), and some law schools who had budgetary problems last year which took them out of the hiring process are back in to add more competition for the "thin" number of truly-qualified candidates, Kramer said. The hope is that Michigan will be able to get two more professors from this year's group.

One of those professors may be a minority. Kramer did not disclose the professors' name, but said the candidate will most likely get an offer.

With the loss of Shaw and Chambers, Professor Sallyanne Payton, is the only minor-

ity professor scheduled to teach next year.

While diversity in the form of minority and women professors is a big concern for the faculty, Kramer said "our view is we don't hire for slots." He said that if the school did not seek out the best professors, but only tried to fill a need, students would suffer in the long run. "If students can push the professor around, that constrains the learning process."

Lou DeBaca, 3L and a member of the Hispanic Law Students Association (HLSA), said Michigan would not have to fill slots just to attract minority professors.

"The faculty have been willing to list [names] when we take people to them. But it's been up to us to a large degree," he said. A few years ago, HLSA members put together a booklet with the names and resumes of 85

the biggest difficulties for Michigan in the hiring process. He said the school does really well with a professor who has kids and wants to raise a family, because of the quieter pace of Ann Arbor, but has "trouble attracting people with two-career families," which the school sees more of with younger, married professors.

DeBaca said another problem is that each year "it's a race to see who gets the top minority candidate for that year." Last year, the race was for Venable. "The problem is everybody wants that one, but we feel there's more than that one out there," DeBaca said.

Students at other schools have reacted to the lack of diverse faculties in a number of ways, such as sit-ins at Harvard. Other ideas to try to influence administrations are to have minority students band together to contribute

much less in the latter two years, generally because they develop an attitude that grades and not the intellectual and educational experience are more important for their professional futures. The intellectual apathy is facilitated by a thin faculty, leading to a limited amount of class offerings, which means that even if a class you want is offered, you will either be redlined or if you get in the class may be too large.

At other schools, such as Chicago, where Kramer previously taught, he said students tend to work harder in their second and third years than their first.

He doesn't want Michigan students to totally become Chicago clones, because the Chicago classroom ethos has its own problems, but Kramer does want to try to keep students more excited throughout their law school career by changing the curriculum.

"I think the whole legal curriculum is kind of tired," he said, explaining that while the general teaching methods have been tinkered with somewhat, they are still based on methods formed in the 1870s.

Changing the curriculum though, is a high risk endeavor and would be a lot of work for faculty members, who still have to be concerned about teaching and scholarly writing within the confines of the current curriculum.

Kramer's hope, though, is for the faculty to decide what they are truly trying to teach students in their whole three years. The old method, which is still stressed, was to teach students how to be and think like a lawyer. More emphasis, therefore, is stressed on the common law. While the common law method still needs to play a big part in the learning process, Kramer wants public policy to be stressed more consistently so that students not only know how regulatory codes and administrative law, (which is what they mainly deal with as lawyers), are developed, but how to work with them so that they will be better lawyers.

"What we should do is put the (common law) rules in the back and focus on the larger concept more," Kramer said, adding that the faculty curriculum committee is debating a number of possibilities designed to change the curriculum, although he added, any substantial change will probably not happen for some time to come.

## Faculty Resources

1. Yale
2. NYU
3. Chicago
4. Harvard
5. Northwestern
13. Michigan
22. Cal-Berkeley
24. Virginia

**\*Based on total expenditures in dollars per student; the number of library resources; and the current student-to-teacher ratio.**

Hispanic potential candidates and gave it to a receptive hiring committee.

One person was eventually hired from that list as a visitor, but Michigan still kept its membership this year on the Hispanic "Dirty Dozen", a list published by the Hispanic Bar Association since 1989. The list is composed of law schools which have never hired a full-time Hispanic professor. Michigan is one of four original members of the Dirty Dozen still on the list.

DeBaca said that if HLSA members were able to do leg work, the faculty hiring committee should also. However, he noted that he understands they are constrained by two factors: one, while they are on the committee, which is definitely a full-time job, they have to continue their teaching and scholarship pursuits; two, most of the committee members change from year-to-year. "It's hard for us when the player's change each year," said DeBaca.

Last year, one offer went to a black professor, Howard Venable, but he decided to take an offer at NYU, because his spouse needed to be near New York for personal reasons.

Kramer said that location presents one of

to a trust fund to establish a chair for a minority professor. When the school actually hires a minority, the fund is then turned over to it for payment.

Some schools, such as Harvard, Stanford, and Wisconsin, have taken the initiative themselves. The three schools offer one-year fellowships to recent minority law school graduates to nurture them into future faculty members. Wisconsin's program was the first, and its present Dean was the first graduate of the program. This top-25 school's display of its commitment to diversity helped it recruit a large number of minority professors, some who had not gone through that particular program, DeBaca said.

He said that if Michigan could show itself as a leader in producing minority candidates, not only would the potential pool be larger, but also it could attract more minority professors.

\* \* \*

One of Kramer's other concerns is trying to change the curriculum, the teaching style and the classroom dynamics at Michigan.

He said faculty are concerned that the classroom ethos at Michigan is for a student to work extremely hard in the first year and then

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# The Docket

## ANNOUNCEMENTS

**INTERESTED IN JOINING A JOURNAL?** First years are invited to attend a reception sponsored by The Journal of Law Reform, The Journal of Gender & Law, and the Law Review this Tuesday, April 20 from 4:00-6:00 p.m. in the Hutchins Hall Courtyard. Members of all three journals will be present to answer questions, and refreshments will be served. Questions? Contact Nicole Burnham (MJGL), Barb Lentz (JLR) or David Tess (JLR).

**ACADEMIC CAREERS FOR LAW GRADUATES** Professors Kent Syverud and Yvonne Mena will discuss academic careers. All interested students are welcome to attend. Wednesday, April 21 - 12:30 p.m. in Room 132.

**INTERNATIONAL INTERESTS?** The Graduate Office is looking for students to write welcome letters to incoming foreign graduate students. If you have a particular country interest, we can try to match you with someone from that country. Please call Roberta in the Graduate Office (763-6802) or stop in (307 HH) to discuss this opportunity.

### LAW STUDENT OVERSEAS TRAVEL FELLOWSHIPS/APPLICATIONS FOR 1994-95:

The Clara Belfield & Henry Bates Law Student Travel Fellowships are intended to assist students who have finished at least 2 years of law school or recent law graduates to travel abroad for study or work experience. Examples of previous fellowship awards have included work with environmental agencies in Kenya and Sri Lanka; internships with human rights organizations, international agencies and women's rights groups around the world; and research studies on a wide variety of topics such as drug law enforcement in Australia, minority entrepreneurship in the United Kingdom, and employment discrimination in the European communities.

Interested students need to apply for a fellowship no later than November 12, 1993. Applications should be submitted to Dean Gordan (303 HH) and should include a statement describing the applicant's proposed program abroad, a resume and a letter of recommendation from a University of Michigan Law School faculty member. Flyers with more details about the Bates Travel Fellowship, including descriptions of previous awards, can be found in the magazine rack outside of Room 310 HH. See Dean Gordan (303 HH) or Roberta Nerison-Low (307 HH) if you have any questions.

Since it takes some time to organize an overseas project, it is a good idea to start planning over the summer even though the Bates application deadline is not until November 12, 1993.

WLSA and Deans Eklund and Gordan will host a casual get together to discuss sexual harassment on the job and in interviews before the end of the school year. This is in response to the Sexual Harassment Survey distributed earlier this semester. Women faculty and administrators will attend as will students, who will speak to the realities of sexual harassment in the workplace. Look for further details regarding the date and time of the meeting in future dockets.

## FINANCIAL AID NOTES

**GRADUATING STUDENTS:** If you received any federal loans (Stafford, SLS or Perkins) you must attend an exit interview which is scheduled for April 23 in Room 100 Hutchins Hall. Please bring with you your drivers license, the names and addresses of three references plus the name and address of your employer.

**APPLICATIONS FOR 1993-1994:** April 23 is the deadline for turning in your application card and copies of tax returns, GAPSFAS and FAFSA. If you need assistance in filling out any of your forms, please stop by our office during regular business hours.

**BAR STUDY LOANS:** If you are graduating in May and need to borrow to cover bar-related expenses, you can take out a loan of between \$500 and \$5000 through Law Access or Law Loans. In order to borrow you must have been a prior borrower through one of these lenders. If you borrow through Law Loans, we must have your application in our office by April 23. If applying through Law Access, we need your application by the end of the semester.

## EXAM ANNOUNCEMENT

**SCHEDULING SPECIAL EXAMINATIONS:** According to the Academic Regulations in the Student Handbook, students are eligible to take a final exam other than at the scheduled time. One of the following requirements for an exam time change will need to be met:

- An illness or death in the family
- 2 exams scheduled at the same time

- 3 exams in consecutive exam periods
- 10 credit hours of exams in any 48-hour period (students should be advised that the Law School interprets the "48-hour period" as meaning two consecutive calendar days, e.g., 48 hours will run from 8 a.m. Monday to 5 p.m. Tuesday; not from 1 p.m. Monday to noon on Wednesday, for example).

Examination schedules can be found in the racks on the 3rd floor of Hutchins Hall. Assignment of location and late changes in the length of an exam will be posted on the main bulletin board on the first floor of Hutchins Hall.

Students seeking exam changes for any of the above reasons should see Sherry Kozlouski (not the professor), 301 Hutchins Hall beginning Monday, April 12, but if possible, before classes end. Students who believe they merit an exam change for reasons of lingering illness or compelling personal reasons not listed above, should speak with Dean Eklund or Dean Gordan before an examination begins.

**INTERESTED IN BEING A LAW SCHOOL TUTOR THIS SUMMER?** If you expect to be in Ann Arbor this summer (studying for the bar, taking summer courses, etc.) and would be interested in tutoring summer law students, please contact Virginia Gordan (303 HH, 764-5269). Tutors are paid by the hour for both meeting and preparation time. Time commitment variable.

**Booktrader:** Drop off used books; purchase used books at 50% off the cover price. Where: Rm. 700-B (take Library elevator to the 7th floor, NW corner of the floor). When: Thursdays, 2:00-5:00 p.m.

## CALENDAR OF EVENTS

### THURSDAY, APRIL 22

- The Federalist Society** will present a brown bag lunch with Judge James L. Ryan on Thursday at 12:30 p.m. in Room 132. Judge Ryan, currently Judge for the Sixth Circuit Court of Appeals and former Justice of the Michigan Supreme Court, will speak briefly on "A Glimpse into the Appellate Process." This is a rare opportunity to meet a judge with experience on both the state and federal bench. Especially if you are a first-year considering clerking, you should come and hear Judge Ryan speak.
- The American Jewish Committee** is pleased to announce that it and the JLSU will sponsor a symposium to be held on Thursday, April 22, at 7:30 p.m. in the Honigman Auditorium. The symposium is entitled "Assisted Suicide: The Right to Self Determination or the Duty to Die?" The moderator will be the Honorable Helene White of the Michigan Court of Appeals. Panelists include Geoffrey Fieger, Esq. (Dr. Jack Kervorkian's attorney); Professor David Velleman (UM Philosophy Department); Edward Goldman, Esq. (Attorney for UM Medical Center); and Dr. Carl Cohen (Chief of Clinical Affairs, UM Hospital). All are invited to attend.

**DOCKET ANNOUNCEMENTS:** Any organization or Law School Department wishing to place an announcement in the DOCKET, see Mickey Slayton 303 HH. Announcements must be received by noon on Thursday.

## LSSS Funds Stolen From Office

By Julie Beck  
RG News Editor

LSSS President Roopal Shah reported that an undetermined amount of money was stolen from the senate office two weeks ago.

The clothing sale on Wednesday April 7 produced an estimated \$300 in cash and additional money in checks, Shah said. The money was put back into the office for use at the sale which was to be held the following Friday. When senate officers went to retrieve the cash, they found that all the money had been stolen and that only personal checks remained.

"We asked custodians and all of the officers if the door was unlocked for anyone

between Wednesday and Friday, but no one had any information," Shah said.

The office is available for students who wish to use the typewriter, and the Senate maintains regular office hours. The office is always open during those times.

Treasurer Adam Nordin, 1L, said he filed a police report with the University's Department of Public Safety. DPS told Nordin that they would contact him if there were any new developments in the case.

The money stolen would have been used for discretionary funding, such as additional Rick's beer nights. Since the theft, the LSSS has decided that no money will be left in the office and will be deposited immediately.



## Princesses Without a Country

# Some Royal Hints for Interviewing

### To our adoring public:

Due to social and academic obligations, we are forced to retire after this column. We hope that next year some other prince or princess will pick up the torch and serve the law school in a similar capacity. (It's a great way to say you "published" in law school without the hassle of having to cite check.)

We would like to leave you with tips on summer jobs (or real jobs) — things they don't tell you in Room 200.

- Suntan colored nylons don't fool anybody.
- Be courteous towards your potentially perfume sensitive co-workers, and think twice before you double-spritz.
- Men our age should not wear suspenders. If you are not either 6 years old or head of the Bankruptcy department, don't wear them. Go for a Coach belt instead.
- Many law firms laugh at people who work all the time and don't drink. Really — don't be known as the office dork. The goal is to do good work but look like you work less than everyone else.
- The socially inept will be interviewing again next season. Don't ask a litigation partner if she really thinks that white collar crime work is socially acceptable. Even if she doesn't, she makes more money than you, and doesn't care.
- Every lunch is an interview. Avoid these gastronomic gaffes: spilling, spitting, belching, farting, chewing with your mouth open, choking, making loud eating noises, eating with your fingers and "shoveling." All of these habits will not only revolt the partner, but will make you a laughing stock at hiring committee

meetings.

- If you tell everyone at work that you have a significant other, make sure you really do. Also, do not then hook up with an associate at a firm event.
- If you must nap at work, do so behind a closed door and an open newspaper. Pretend you're reading the stock pages.
- If attending an early morning meeting with a bad hangover, DO NOT face the windows in the conference room. Watching window washers sway on the face of the Empire State Building is a sure puke inducer. Much better to face the white wall.
- If out drinking late with senior associates or partners, do not make bets with them as to who will get to work first in the morning. They have much more experience with this getting to work after 10 hours of drinking thing, and will always beat you. They also have more people willing to lie for them.
- If a cockroach walks across your table during lunch with partners, the best thing to do is ignore it. This is not all that uncommon in New York. The unfortunate summer associate who did not ignore the bug, smashed it with his water glass, cutting it in half. This produced the unfortunate spectacle of half a roach running across the table.
- Don't say to a partner: "Aren't you the one having an affair with your secretary?"
- Intra-firm practical jokes can work, and are a lot of fun. Last summer, one of our royal readers, X, called up a law school friend, Y, to apologize. "I'm so sorry, Y, but I was out last night with members of your firm and I accidentally told them you were the hook-up queen of

Michigan Law School." Needless to say, Y was furious. Even more so when she found out X was kidding. Retaliation was a must, and Y outdid herself. Members of her firm were working with X's firm, and she secured their cooperation. X was summoned to a conference room and handed a sheet of questions and told to conduct a deposition. (Like all other second years, X was only vaguely aware of what a deposition was, and had no idea how to conduct one.) A senior partner from X's firm was also part of the joke, and encouragingly told X it would be easy. They finally let X off the hook, but only after he broke out into a cold sweat and nearly fainted.

Law students love fact patterns. So, for our last David Dinielli story, here is what you should NEVER, EVER do as a summer associate.

David's firm was housesitting a lovely piece of real estate in the Hollywood Hills. Some younger attorneys decided to have a small, tasteful outdoor gathering. David took a friend. (It is generally better not to allow your friends to make an ass out of you. Leave them at home, and do it yourself.) David's friend got extremely intoxicated, and jumped into the pool with an attorney. Unfortunately, David's friend was wearing only a T-shirt. David tried to get her out of the pool and home, but she refused and got very angry, and then very sick. (It was undoubtedly David's fault — she was fine before he bothered her.) She proceeded to lock herself into a gorgeous, marble bathroom for a significant time period. When David finally got into the bathroom, she was passed out, but had

thrown up and defecated all over the room. The paramedics had to be called, so the entire gathering was aware of the incident. The house was being shown to a prospective buyer the next morning, so it had to be cleaned. David cleaned the unseemly bathroom with a roll of paper towels. (One can only hope he used Bounty, the quicker picker upper.) Amazingly, David still got a job, but he is managing editor of the Law Review (i.e. head of the geek squad). We don't recommend this approach to summer party-going for anyone else.

### MOVIE REVIEW:

Strictly Ballroom: Great movie — it was a hoot. The character of the mother is the funniest personality in a long, long time. A great stress reliever, if you're in the mood to laugh a lot and think very little. It's at the Michigan Theater.

For anyone here next year (ha ha), we went to Professor Livingston's house this week for a Thai dinner that she offered in the SFF auction. What a great meal! If she generously donates her time again next year, bid it up — it's definitely worth it.

Surprisingly, we don't have that much to say this week. We are clearly exhausted from all the demands of the social whirl around here. As a final note, thanks for reading us and writing us. We had fun. Don't forget to pick up copies of the 1993 Raw Review, which goes on sale the last week of classes. (Limited numbers have been ordered, and there is no yearbook this year, so pick one up right away).

Ta, ta...for good.

